

THE MARYLAND-NATIONAL CAPITAL PARK AND PLANNING COMMISSION



2024 BENEFIT SUMMARY FOR APPOINTED OFFICIALS

The following benefit summary is provided for informational purposes only and is not, nor should be construed as an employment agreement with the M-NCPPC, implied or actual. It is not all-inclusive and is subject to change. Benefits listed are extended to Appointed Officials, subject to status of appointment by the Maryland-National Capital Park and Planning Commission (M-NCPPC). All plans are optional except the Defined Benefit and Long-Term Disability plans.

Retirement Programs

- Defined Benefit Plan (Mandatory Participation - Plan E) – Employees contribute 4% of base salary up to the maximum Social Security Wage Base and 8% of base salary in excess of the Social Security Wage Base* (*Merit Board members are not eligible for the Defined Benefit Plan)
- Deferred Compensation MissionSquare 457 plan (Optional)
- Traditional and Roth IRAs (Optional)

Health Insurance Plans (Employee Pays Percentage of Premium Below)

- Medical -
 - Kaiser Permanente Health Maintenance Organization (HMO) with Prescription Plan – (15%)
 - UnitedHealthcare Select Exclusive Provider Organization Health Plan (EPO) – (20%)
 - UnitedHealthcare Choice Plus Point of Service (POS) – (20%)
- Prescription – CVS Caremark – (15%)
- Dental – Delta Dental PPO and Delta Care USA HMO – (20%)
- Vision – EyeMed - (80% of Low Option plan paid by Commission. Any balance paid by employee.)
 - Low, moderate, and high options are available. Frequency of covered services differs.

Flexible Spending Accounts (Employee Pays 100%)

- Medical Account – Maximum annual contribution: \$3,050
- Dependent Care Account – Maximum annual contribution: \$5,000

Long-Term Disability Insurance (Mandatory Participation)

- Employee Pays 20%; Commission Pays 80%
- Benefits paid at 66 2/3% of base salary, maximum of \$6,000/month

Supplemental Long-Term Disability Insurance (Employee Pays 100%)

- Benefits paid at 66 2/3% of base salary that exceeds \$108,000, capped at \$216,000

Basic Life and AD&D Insurance (Employee Pays 20%; Commission Pays 80%)

- Two (2) times base salary; maximum benefit is \$200,000 for each
- Automatic coverage with opt-out provision

Supplemental and Spouse/Dependent Life Insurance (Employee Pays 100%)

- Supplemental – 1,2,3,4 or 5 times base salary; maximum benefit is \$750,000
- Spouse/Dependent Combination - \$10,000/\$5,000, \$20,000/\$10,000, or \$30,000/\$15,000

Sick Leave Bank (Full-time appointments only. Not available to part-time Commissioners and Merit Board Employees)

- Employee contributes leave hours each year
- Annually covers up to 688 hours for own serious medical condition; 480 hours for parental responsibilities (birth, adoption and foster care) and 160 hours for serious medical condition of an immediate family member

Leave Programs – (Part-time Commissioners and Merit Board Employees only receive holiday leave)

- Annual: 15 days per year
- Sick: 15 days per year
- Personal: 3 days per year (12-month waiting period)
- Holidays: 11 days per year

Other Benefits

- Credit Union
- Employee Assistance Plan
- Legal Services Plan
- Tuition Assistance Program
- Wellness Program
- Work-Life Program

For a more detailed description of benefits, please contact the Commission's Health and Benefits Office at benefits@mncppc.org or 301-454-1694.